

CRB Recommendations



“Eyes Remade for Wonder: A Lawrence Kushner Reader,” by Lawrence Kushner, Jewish Lights Publishing (1998: Woodstock, VT). In “Eyes Remade for Wonder,” Rabbi Lawrence Kushner touches, educates, and inspires us as he allows us to experience the presence of God through his eyes, in a way that will open our own. Abraham Joshua Heschel once said that God still speaks to us, but the message comes in syllables; the challenge of faith is to prepare us to pay attention so that the syllables become words. Good journalists have an eye for news; musicians have an ear for music in the common sound of a hammer hitting an anvil; and Rabbi Kushner teaches us that in eyes “remade for wonder” we can have a vision of the spiritual and the holy around and within us. He looks at the Bible, and reminds us that Moses must have looked at the burning bush for a very long time before he realized that it was not being consumed. (Look at the wood in the fireplace, he points out!) And so, while most of us would have seen a bush, Moses saw a miracle. He tells of his midnight search for chocolate for his pregnant wife, Karen. First it made him feel good about himself. Then, when it looked like he might fail, he began to realize our

potential to think only of another. He tells the story of a German on a Munich bus in Nazi Germany whose simple actions to save a Jewish woman through a moment of courage reminds us that there are still angels in our world -- and the surprise is that they might be us. Looking at stories, words, and even the letters of the alphabet, Rabbi Kushner helps remake our eyes and broaden our vision so that we witness the spiritual drama of our world, and understand the power of holiness in our lives. This is not just a book that will help us fashion our messages to others; it is a book that will touch our own lives, as well.

CAPT Arnie Resnicoff, CHC, USN

They shall be comforted, for those who grieve and hope, by Rev. Joseph Nolan (©.1999 Joseph T. Nolan)

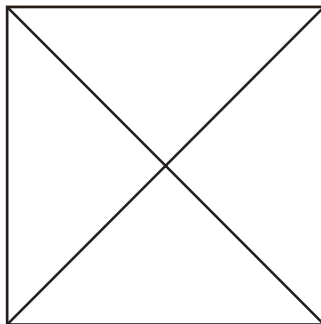
They Shall Be Comforted is a collection of devotional material designed to give comfort to those who are struggling with the threat of death. It is divided into four sections: Reflections, Readings, Prayers, and Rituals. Its value is that it is a concise collection of scripture references, poems, and quotes that clergy would typically use in funerals, memorial services, and at the graveside. The brief one to three page reflections may also be incorporated into sermons on the subject of death and resurrection. A final postscript on “practical details” enumerates a number of lessons learned over the years for preparing the logistics of a well thought out funeral service.

CDR Mary Washburn, CHC, USNR

The Navy Chaplain

Department of the Navy
Chaplain Resource Board
9591 Maryland Avenue
Norfolk, VA 23511-2993

Phone: 757/444-7665
DSN: 564-7665
Fax: 757/445-1006
E-Mail: crb@chcnavy.org



Ministry Multiplier (don't grow huge!) on the lookout and you will see extraordinary stories

emerging from ordinary events.

Through computer-outreach writings, anecdotes and teachings we hearken back to the Rabbis of old who taught the Medrash, and to early Christian teachers who shared the faith through story. They went to the people and came up with the words which, centuries later, still resonate in human ears. In so doing, they ignited a flame of hope that has given light and warmth to humanity throughout the epochs. Today, as Navy Chaplains, we must go to where the people are through the modem and share our story of faith. Have fun with this new untapped mine of solid-gold ministry delights!

CHAPEL E-MAILS

Successful e-mail outreach in the Chapel setting is different than the command devotionals that we previously discussed. You are now dealing with a group of people committed to a specific faith group, and they have indicated some interest in associating with the Chapel. Here are some practical suggestions for doing a Chapel e-mail outreach

1) **ADD ADDRESSES** — Inform newcomers to the Chapel that you'd like to put their e-mail address on the list. Get single Marines and Sailors on the list, as well. I believe a majority of people have e-mail addresses and access to e-mail these days. Be sure to send the mail to the family home computer, not just the member's work account. He or she may not bring home the mail and the family will not get the Chapel messages.

2) **COLOR** — Use color and graphics (but know how much information your command's server can move without slowing down the flow of other messages. Speak to your G-6 before sending out these e-mails.)

3) **NAME DROP!** — Put in people's names for birthdays, anniversaries, kudos for Chapel, RE volunteers, teachers, etc. Be sure to ask permission first of those people whose names you'd like to include.

4) **SHORT BUT SWEET**-- People deal with floods of messages every day. Keep the bulletins short. Remember that frequent short messages have a greater impact than infrequent long ones.

5) **NETWORK** — Put addresses of other Chaplains and RP's on the list so they can inform their folks about the different worship communities and experiences that are available.

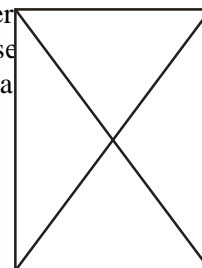
6) **RECOUNT PAST EVENTS** -- Don't just advertise future Chapel events, use the space to recap past events—talk about the GREAT time everyone had at the picnic, an especially meaningful service that took place, a member's birthday party. This will convey to those not attending that the Chapel is an exciting, lively place to be where people find fun and fellowship—as well as spiritual strength. After a few mailings, they'll want to become part of it.

7) **OBTAINING PERMISSION TO USE** copyrighted material is easier than you might think. It goes without saying that reprinting copyrighted material, no matter how brief the excerpt, should never be done without official consent from the publisher. You can e-mail requests to use articles and excerpts from different publishing houses. Include in the request background on who you are, the material you are requesting to reprint, and who the intended audience is. Also include a statement saying that you are not making any money from your publication, nor is money being charged for those who receive it; it is part of your religious ministry program. To date, I've never been turned down by any publisher, and most were happy to provide use of their materials for military personnel. In some cases they will ask you to include a brief statement informing your readership where a particular piece originated.

8) **SPIRITUAL OUTREACH**—Most importantly, provide a spiritual thought or message in the e-mail. ***People need spiritual nourishment during their stressful workweek, not just on the Sabbath!*** Many people have told me how much the thoughts have helped them cope with different moral challenges they faced at work or on liberty.

The Bottom Line

Computer outreach is relevant, valuable and, in today's world, absolutely necessary. This is an important ministry and a ***Ministry-Multiplier***. Admiral Holderby, Chief of Chaplains, clearly wants the Chaplain Corps to harness computer technology for ministry. This is one way to do it and reap big dividends by reaching many people we might have otherwise missed, and encouraging those who already have become part of a Chapel Community of Faith. 3d FSSG Group Chaplain, Okinawa, Japan



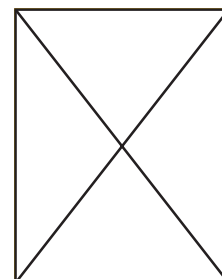
Staying Out of the Way (con't from page 5)

thing looks like a nail. Here comes the homily. Ministry to brother and sister chaplains requires genuine mentoring and pastoral care, not authoritarian dictation. Chaplain supervisors who depend on their rank/title/billet for their influence might want to pray about that.

Within the Chaplain Corps, true leadership is nothing more than ministry to chaplains. The ONLY purpose of authority—at WHATEVER level it is exercised, whether it's the authority of an older brother

or sister in a family, or of a parent, or a sergeant, or a chief petty officer, or an admiral, or a general, or a pope—the ONLY purpose of authority is service.

Father Kaul is Chaplain of the 2D Marine Division at Camp Lejeune, North Carolina, and leads, as well as supervises, 26 chaplains in that ministry to 17,000 Marines and Sailors.



(con't. from page 6)

Meritorious Service Medal



LT Steven R. Moses, CHC, USNR
Supply Batt., 1st FSSG, Camp Pendleton, CA

CDR Willard B. Bolden, CHC, USN
MCAS Futenma, Okinawa, Japan

LCDR Gerald L. Gray, Sr., CHC, USN
Naval Recruiting Command, Millington, TN

Navy/Marine Corps Commendation Medal



CDR Simon P. Ignacio, CHC, USN
NAS Jacksonville, FL

LCDR William K. Fauntleroy, CHC, USN
Fleet Activities, Yokosuka, Japan

LCDR Eugene D. Swindle, CHC, USN
NAS Key West, FL

RPC(FMF) Steven D. Edwards, USN
NAVMAR Guam, Marianas Islands

Navy/Marine Corps Achievement Medal



LCDR Van T. Nguyen, CHC, USNR
NAS, Joint Reserve Base, New Orleans, LA

LT E. J. Nash, CHC, USNR
USS McKEE (AS-41)

LT Steven L. Souders, CHC, USNR
2D Batt., 11th Marines & 3D Batt., 1st Marines
Camp Pendleton, CA

RP1(FMF) Jacqueline M. Winder, USN
3D FSSG, Okinawa, Japan

RP2 Theresa W. Fleming, USN
NAS Jacksonville, FL

RP2 Robert A. McDonough, USN
SUBRON SEVEN, Pearl Harbor, HI

RP2 Steven L. Smith, USN
Naval Station, Norfolk, VA

RP3 Eric M. Fowler, USN
2D FSSG, 2D Supply Batt., Camp Lejeune, NC

Letter of Commendation

RP1(SW) Barbara A. Evans, USN
USS McKEE (AS-41)

Enlisted Surface Warfare

RPC(SW/AW) Joseph A. Curinga, USN
USS NASSAU (LHA-4)

RP1(SW) Tanya Gray, USN
USS FRANK CABLE (AS-40)

RP3(SW) Thomas A Ditewig, USN
USS NIMITZ (CVN-68)

Seabee Combat Warfare

RP2(SCW) Melanise F. Bradley, USN
Battalion ONE, Unit 60251, Gulfport, MS

Sailor of the Quarter

RP2 Yvette L. Shockey, USN
NAS, Key West, FL.

Notes from Our Detailer

BY CAPT T. C. CARTER, CHC.

We've discussed the order writing process in an earlier article. Let's take a look now at your orders.

Your orders are identified by a Date Time Group (DTG), found at the beginning of the message your command will receive; and by an order number found at the beginning of Part 1 and Part 2. Commander Navy Personnel Command is the issuing officer, with a number of addressees and info addressees as needed.

Now we get to the heart of your orders. Note the two lines enclosed by XXXXs top and bottom. Seems rather elementary that you would read your orders; but I have been surprised at chaplains who do not comply with the orders as written, then ask us to fix what they have fouled up. Read both parts carefully, and comply! For example, if there is a report NET (not earlier than) date, plan your detachment so that you are not caught with the sum of authorized leave, travel, proceed, and other authorized delay (say, enroute training) falling short of the report NET date. And you certainly do not want to miss a report NLT (not later than) date and show up UA!

Part 1 lists your detaching activity, any intermediate stops, and ultimate activity. This section tells you when you can detach. You cannot detach earlier than the date listed. Included for each stop is date of arrival, date of departure, UIC of activity to which you are to report (with PSD also), and an ACC code. Detaching and ultimate activities will also list a Billet Sequence Code (BSC) that you are assigned to (the detailer cannot send you to an activity without a funded BSC). The ultimate activity will list your PRD at the new assignment. I recommend you check the PRD carefully. If you have questions as to whether it is correct, please call us.

You are required to follow each step as written in your orders. If there are intermediate stops (e.g., your orders tell you to report to the Staff & Leadership Class at Newport with report NET and NLT dates), do not first check into your ultimate activity and then expect for your travel to/from Newport and per diem while

there to be paid for under PCS funding. Once you check into your command, you're there. If you then go to the class, it's either your nickel, or the command must pay.

Part 2 contains text common to all sets of orders plus special instructions. Information such as completion of certain forms, how to make reservations at the

Navy Lodge, and who to contact to set up your move finds its way in here. However, you will also find the number of days leave you are authorized under this set of orders, as well as special instructions such as authorization of circuitous travel if the move is to or from overseas. We may also include other special instructions in Part 2 that you've never seen before. So, read and comply. PSD should also be reading this section carefully, and advising you on any special instructions. But, remember, you are responsible for execution of the orders.

We want you to have your orders in hand six months prior to your detachment date. We know it doesn't always happen; but by working

together, we can serve you better in the detailing process. Start talking with us 12 months (not 12 months and 1 day!) out from your PRD. That gives us plenty of time to work the process without having to go into crisis mode, which tends to raise your blood pressure as well as Chaplain McGeory's. I'm trying to keep him healthy!

Call or email us. We're here to serve.

Chaplain Carter:

DSN: 882-4092

p4414@persnet.navy.mil

Chaplain McGeory

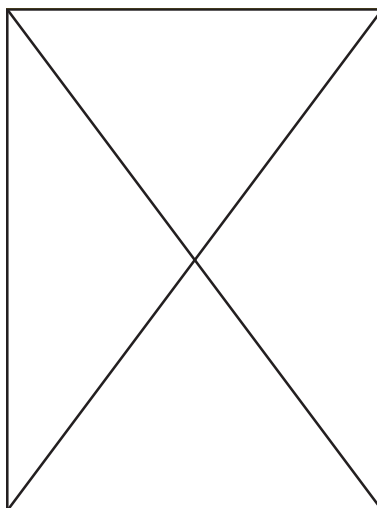
DSN: 882-3995

p4414a@persnet.navy.mil

Chief Ross:

DSN: 882-3996

p4414e1@persnet.navy.mil



VDAM John Ryan, Supt. of the Naval Academy, addresses Catholic chaplains at a recent Univ. of Notre Dame symposium.

Ministry-Multiplier (con't from page 7)

In the context of command outreach ministry, the written word is weightier because it has the potential to reach a much larger audience than is normally found in the pews. At Group, each time the send button is clicked, the message races to 4,000 people in four different countries across the Pacific Rim. Once gone, however, it is irretrievable, so the importance of doing it right cannot be overstated. We might do well to remember the counsel of the old Yiddish proverb, ***“When a word is in the mouth, the man is master over the word; once the word leaves the mouth, the word is master over the man.”***

The Chaplain sending an e-mail devotional is tied to the reader for a few brief moments and has an opportunity to make a deep spiritual impact, but he is up against stiff competition. This is the computer age, and e-mail is used where once a telephone call or personal contact was made.

Electronic messages very often replace the human voice. Because we are so heavily reliant upon this technology, most of us receive too many messages throughout a normal working day to give proper attention to each and every one. I realized early on that a daily devotional message would compete with many other “in-box” messages that clamor for the reader’s time. For this reason, the message would have to be something that, in people’s minds, was consistently worth opening or they would eventually just be deleted into oblivion, without even being given a chance.

So, what are the qualities that make for a “good” e-mail devotional? Feedback from numerous readers of my *Thoughts for the Day* indicates that both the message and the words that convey it are the two dominant factors of success. The idea or “theme” of the devotional must be one to which the reader can easily relate, even if the story is out of his realm of experience. In one *Thought* that generated many positive comments called TITANIC’s HEROIC MUSICIANS, I recounted the heroism of the great ship’s bandmen on the night of the disaster. The TITANIC calamity was something none of us were personally involved with, but most people can relate to the struggle of the seven gallant musicians, and we thus find ourselves inspired and uplifted by their devotion to

duty. Other *Thoughts* may tell stories or anecdotes of notable historical figures, but in a manner that reflects a universal human experience or truth. When that truth becomes evident in a particular *Thought*, both reader and author are bound together and transported to a higher plane because they have had a shared visceral experience that may remain with them for a long time. People do remember good stories or *Thoughts* and apply them to their lives.

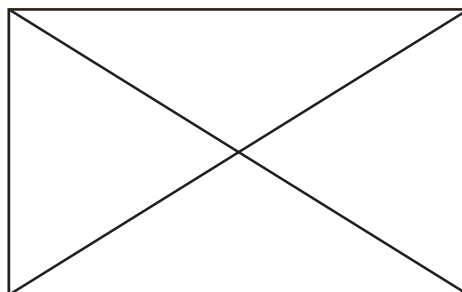
To that end, the ideal *Thought* should not only uplift spiritually, but “entertain” and “educate” as well. Words are thus very important, and extreme attention must be paid to the crafting of each message. They must be written with ***precision and insight***. I deeply admire the English language and believe words should always be chosen with care. Be ruthless in editing and proofing your material before you hit the send button. The surprise ending, use of irony and humor are

devices that enhance the appeal of a computer devotional. In other words, grab the reader’s attention in the first few lines, hold their interest so they will want to read it until the end...then sock ‘em in the jaw (metaphorically-speaking!) with the punchline or conclusion.

Madison Avenue gurus say that the most effective commercials are a result of, not what is said in the ad, but what is *not* said. The best advertising campaigns have been the ones that present information that will lead the viewer to himself arrive at the conclusion, ***“I must go out and buy this product, now!”*** Similarly, these daily devotionals should neither be a forum to preach, nor editorialize; ideas may be presented, but we must respect the readers enough to allow them to draw their own conclusions. Because, in the main, our devotionals will deal with moral principles, ethics and spiritual values, we should of course try to speak to that still small voice that whispers inside us all.

You need not feel compelled to produce a message every single day. Three, two or even one well-conceived, fresh *Thought* on a weekly basis is better than five duds. You can find much to write about just by commenting ***from a spiritual angle*** on events in the life of your command, news stories, your readings, sermon illustrations you’ve used, and general observations about life. Literally, the world is your oyster. Just be

(continued on page 11)



Ministry-Multiplier

BY CDR MITCH SCHRANZ, CHC, USN

In the real world of diminishing resources and a heightened OPTEMPO, we no longer have the luxury of building and maintaining independent ministry kingdoms. The “seamless” ministry concept not only gives us more bang for the buck, it is a way of extending our outreach ministry to people who might never step through the doors of a Chapel. It is a **“Ministry-Multiplier.”**

In Okinawa, we are within missile range of potential adversaries. Marines, Sailors and families work, live and play under that threat. Everything that happens here has a greater sense of urgency than in stateside assignments. Each exercise is taken very seriously, for we truly will be among the first to respond to any contingencies in this part of the globe.

Despite those sobering realities, there are many blessings to being a Chaplain or RP in Okinawa. One of those blessings is that the people to whom we minister during the weekdays very often appear in our pews on the weekends. For many, the base Chapel becomes their Church or Synagogue, the place where they expect to find spiritual strength and a caring community of friends. To meet the needs of the large congregations, operational and base Chaplains share responsibilities at all Okinawa Chapels. This gives the community a wider choice of denominational services and affords each Chaplain the opportunity to lead Divine worship.

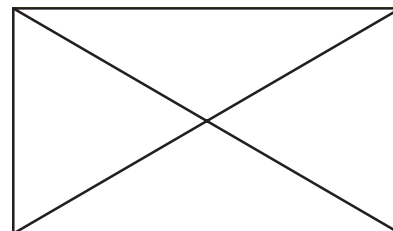
Willie Sutton was once asked why he robbed banks for a living. He replied, “Because that’s where the money is!” As Chaplains, if we want something to show for our ministry efforts, we have to follow Mr. Sutton’s cue and go to where the payoff can usually be found...wherever our people work, live, deploy and play. To meet the demands of reaching Marines and Sailors who are constantly on the move, and large, diverse Chapel congregations while in garrison, we have to think out of the box, especially in the way we use computers as a tool of ministry. Part of the “fun” we can have is that the book has yet to be written on using computers for spiritual outreach. In fact, it would probably be more accurate to say, ***it is up to us to write the book!***

One very successful outreach tool I have encouraged my Chaplains at 3d FSSG to use is periodic e-mail newsletters to their respective congregations and

battalions. These e-mails have increased attendance at the Jewish Chapel over the past few months, and are already doing the same at the Kinser Chapel Episcopal services. Other Group Chaplains have introduced periodic devotionals/newsletters into their battalion religious programs—with great success. The e-mails devotionals help people stay connected to the Chapel during the week and remind them about the services and other offerings that are available. For the Marines and Sailors, who do not have a strong religious identity, the outreach they receive through e-mail may be the only religious content in their lives. Eventually, though, the words will sink in and make a difference.

COMMAND E-MAIL DEVOTIONALS

Let us now focus attention on some ideas to consider when writing command-wide e-mail devotionals. For the past two and a half years I have sent a *Thought for the Day* to the Marines and Sailors of 3d FSSG. In fact,



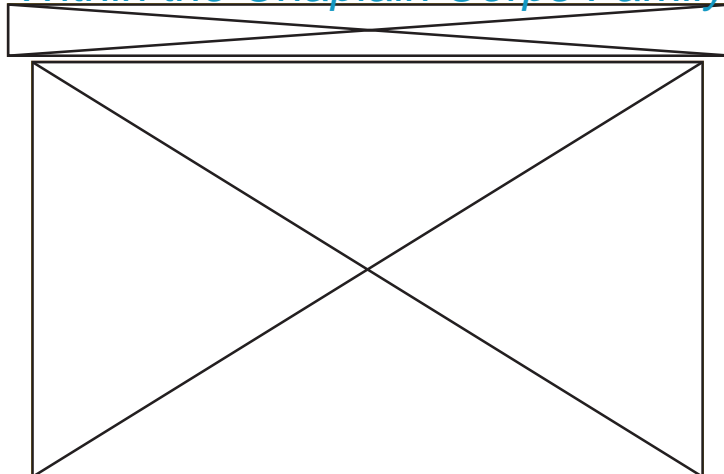
it has been one of the most popular and well-received of our ministries at Group. Writing e-mail devotionals is unlike writing a sermon, or even an evening prayer. When a Sailor or Marine hears the announcement for the evening prayer on the 1MC, he or she normally ceases whatever they are doing and pauses—out of respect or genuine interest in the prayer that is about to be offered.

In an e-mail devotional, you talk to a very large audience, one at a time. When a person takes the time to read an e-mail devotional sent by the Chaplain, they are generally alone, in front of their computer, with at least some degree of privacy. The reader can thus contemplate the words, ponder the message and digest it all at his own pace. If done properly, the devotionals will help forge a bond between Chaplain and reader.

The most important rule of e-mail devotion composition is therefore ***never underestimate the value of this outreach ministry!*** Your words are important, both those that are spoken and those that are written.

(continued on page 8)

Within the Chaplain Corps Family



IN MEMORIAM

Shelly B. Jackson, mother of LCDR Robert W. Jackson, CHC, USN (Ret), 901 Roderick Road, Knoxville, TN 37923.

XXX **Donald W. Jolly, CHC, USN (Ret)**, survived by his daughter, Thesa Jolly, 11326 Portobelo Drive #8, San Diego, CA 92124.

*****CAPT Robert Jones, CHC, USNR (Ret)**, ...

Darrell Kehl, father-in-law of LT David L. Cline, CHC, USNR, Box 788100, Religious Ministries Department, 29 Palms, CA 92278-8100.

Louis Lamonde, brother of CAPT Joseph R. Lamonde, CHC, USN, CODE – REL, 2 Navy Annex, Room 3024, Washington, DC 20380-1775.

CPL Andrew Legaspi, USMCR, brother of LCDR Alex Legaspi, CHC, USNR, 1st MEFREL Unit 220, 2144 Clement Avenue, Navy / Marine Corps Reserve Center, Alameda, CA 94501-1486.

CDR Edward J. Read, CHC, USN (Ret), survived by his wife, Marian F. Read, 4018 Elsa Street, Lakewood, CA 90712.

Purvis Riley, Sr., father of RP1(SW) Melissa J. Johnson, USN, USS JOHN F. KENNEDY (CV-67), Religious Ministries Department, FPO AA 34095-2800.

Sylvester Cadenhead, father of CAPT Julia T. Cadenhead, CHC, USN, CNET, CODE - 00F, 250 Dallas Street, Pensacola, FL 32508.

LCDR William T. Dierks, CHC, USN (Ret), survived by his wife, Doris Dierks, 934 East Hemlock Street, Kent, WA 98031.

*****CDR John J. Egan, CHC, USN (Ret)**, ...

Doris Gilroy, mother of CDR Dave Hackman, CHC, USNR, 6224 Medora Road, Linthicum, MD 21090.

*****LCDR William Graham, CHC, USNR (Ret)**, survived by his wife, Mrs. W. Graham, ...

Margaret Harris, loco parentis grandmother of RP3 Kisha Madison, USN, Religious Ministries Department, Naval Medical Center Portsmouth, Portsmouth, VA 23708.

AWARDS

Legion of Merit



CAPT Ivan B. Burnett, Jr., CHC, USN
MCB 29Palms, CA

(continued on page 10)

Leadership As Staying Out of the Way or "If You Only Have a Hammer, Everything Looks Like a Nail"

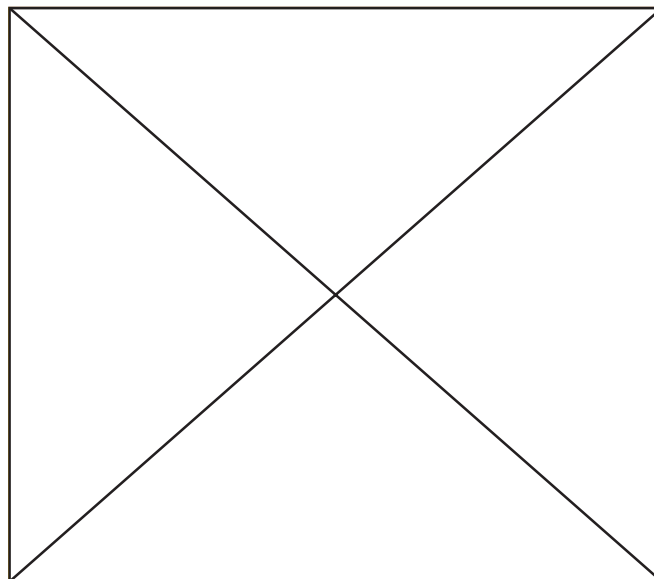
BY CAPT JOHN KAUL, CHC, USN

It has often occurred to me in my eighteen years as a Navy chaplain that anyone who thinks he or she is a leader should turn around every so often for no other reason than to see if anyone is following. I have been vigilant in my search through those years for leaders to emulate, and have had as many who taught me how NOT to lead as those who have. Praise God for all of them.

Can I make a distinction between leaders and supervisors before I go any further? It seems to me that the title "leader" is bestowed by subordinates on one whom they respect and confidently follow. While the title "supervisor" comes from above for no more reason than he or she has reached a certain rank or occupies a particular billet. Those two titles, in my experience, don't reside in the same person as often as one would hope. Indeed, I have seen within the same UIC that the supervisor and the leader were two different chaplains.

So how can it be that the shepherd has no sheep? The reasons are not obscure. Over-ambition, micromanaging style, inherent cynicism and sarcasm, unpredictable temperament (moodiness), and general enthusiasm failure are not attractive qualities. Who will follow an unhappy leader except out of fear? Incompetence, of course, is another reason; but will have to be discussed elsewhere. Who was it said, "Ignorance is curable. Stupid is forever."?

NOTHING has been more personally discouraging and demoralizing to me and my contemporaries through the years than the "leader" who was ALWAYS able to find more reasons NOT to support what we had in mind to try. Their litany of excuses (not reasons) is well known and thoroughly predictable beginning with the "Never done it that way before" invocation, continuing through the "Try to look at the big (my picture) body of the argument, and ending with the "When you've been around as long as I have, you'll understand" benediction. Well, I have now been around as long as they had then been around, and I DON'T understand. So I write this to every supervisor (the leaders already know this) at every level: LET YOUR CHAPLAINS GO! TURN YOUR HOLY MEN AND WOMEN LOOSE! They have a commission from their endorsing agents (never mind the Lord God) that is wider and deeper than any of us. Keep them out of trouble with the government. Make sure they know the instructions. Then GET OUT OF THE WAY! of their ministry. Who are we to interpret God's call to them



Chaplain Kaul confers with Chaplain J. Vinson, 8th Marines,
while in Turkey

through their church?!? How is it that we know more about their gifts and charisms than they do !?! Just who do we think we are—really?!?

SURE!....we have the right and responsibility as supervisors to scratch our heads, raise an eyebrow, twitch a little, and ask a question now and then. But before we impose our arrogant selves in somebody else's vocation and ministry, I recommend the words of ACTS 5:32ff in the New Testament Christian Scriptures. A secular court is considering imposing itself in the ministry of the apostles in the early Christian Church, and argues itself out of the idea something like this:

If what these folks are about is not God's work, it will come apart and fail all by itself. If they are doing God's bidding, there is nothing we can do to defeat it. In other words, when in doubt, let the supervisor styfle him/herSELF—not the junior chaplain. Let's resist the temptation to inflict our mark upon the juniors' programs—a mark we see as a "fine tuning" or a "mere tweak"—a mark that in fact makes those programs more ours than theirs. Give them permission to screw it up in the extreme, knowing that we'll help pick up the pieces and go at it again. I propose that it is a VITAL (that is, "life-giving") quality of a spiritually grounded leader that he/she knows when and how to stay out of the way (which is most if the time).

When the only thing you have is a hammer, every-

(continued on page 10)

Leadership (con't from page 3)

thought about the long-term effectiveness of equipping other leaders. I have lead 10,000 people through these "bridge-building" courses. The power of equipping is that it reaches far beyond what any one leader could do on his or her own. This is the goal of the Professional Development Training Course FY2000: "Equipping Chaplains to Teach."

There is one more chaplain you should hear from: LCDR Paul R. Wrigley, CHC, USN, Regional Support Group Norfolk.

"I have conducted *Sharpening Your People Skills* seminars for the Officers and Chief Petty Officers of two ships and Shore Intermediate Maintenance Activity Norfolk (SIMA). I would meet with the XO to give a course overview explaining that this training would teach practical leadership and mentoring skills to the Officers and Chiefs. Understanding differing personality styles would help the Command in improving work center effectiveness. I would then give the XO either the DISC Personal Profile System (long version) or Personality Style Survey (short ver sign) to show the basis of the course and its practicality.

Once the XO was interested, we would then begin the process of planning. A major concern has always been the amount of time needed to conduct the seminar. All Commands appreciated that the training could be done in one morning. I also conducted the training off-site (in my conference room) in order to minimize distractions. Each Command elected not to do the optional group exercises due to time constraints.

The training would usually lead to lively discussions. One Chief made the comment to the Commanding Officer, "Captain, this training is what I need. It will give me the skills I need to use with my sailors one-on-one." One CO commented on how this seminar had helped him. "[It] solidified my assessment of my own type personality" and "at] articulated each group's motivators." He also said that it would result in him "dealing with his 'DIVOs' a little differently." A Command Master Chief noted that as a result of the training he would communicate differently with his sailors.

I also used the *Sharpening Your People Skills* seminar as an introduction to the *Understanding the Love of Your Life* marriage seminar. One CO and Command Master Chief took the *Sharpening Your People Skills* course book home to show to their wives; the wives decided that they wanted to attend the

marriage seminar. The CO and Command Master Chief attended the marriage seminar.

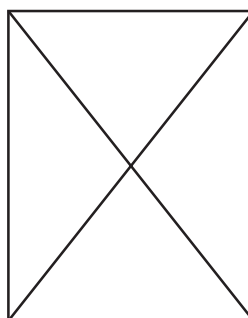
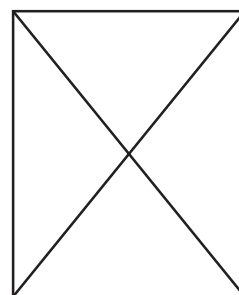
Here is a typical schedule that I used:

0810 - 0830 Check in
0830 - 0915 Session 1 - Understanding Yourself
0915 - 0930 Break
0930 - 1045 Session 11 - Understanding Others
1045 - 1100 Break
1100 - 1200 Session 111 - Developing Your Versatility

This first day of the three-day trainer will be one of enlightenment and satisfaction as you get reacquainted with your strengths and begin to see those of your associates. You will find your own uses for this effective resource, and we would appreciate hearing from you as you see lives changed for the better.

Jim Walker was working with Walk Thru the Bible as their U.S. Military Consultant when he secured the PDTC FY2000 contract. Jim retired from WTB in October of 1998 and founded Ministries for Chaplains in January of 1999. MfC represents four ministries: Walk Thru the Bible, Winning With Encouragement (Walt Wiley and David Hedge), Christian Financial Concepts (Lanny Burkett), and Ravi Zacharias International Ministries. For information on these ministries, call 1-877-242-7524, or fax 678-380-6026, or e-mail minforch@mindspring.com. Jim will be present at five of the twelve PDTC FY2000 trainers.

*Subject Matter Expert -
Mr. James Heiskell*



*Subject Matter Expert -
Mr. David Hodge*

Leadership In A Religious Context

BY JIM WALKER

The following is a course overview of SYPS, written by Jim Heiskell, Senior Leadership Training Consultant for Walk Thru the Bible Ministries in Atlanta, Georgia. He also serves as Director of Planning and Development for the Heiskell School, an international Christian school in Atlanta which was founded by his family. Jim will be instructing in four of the twelve Professional Development Training Course (PDTC) trainers in 2000.

PDTC FY2000 is just around the corner and this article is to provide some insight into “*Day One: Equipping Chaplains to Teach . . . Sharpening Your People Skills.*”

Sharpening Your People Skills

No matter what roles you fill in life—spouse, parent, chaplain, Navy officer, staff member—you must constantly deal with people. The *Sharpening Your People Skills* seminar will help you develop relationship skills that will stay with you the rest of your life, both inside and outside of the Navy. In this course you will gain a greater knowledge to better serve and relate to others.

As you prepare to teach this course, recognize that the target audience is very broad because everyone you deal with as a Navy chaplain can benefit from it. It is very flexible with regard to its schedule, potential class size, and the use of Scripture so you can frame it to meet the needs of any group.

For instance, you can teach it in as little as four hours or as many as six hours; to individuals or ministry teams; teachers or chapel workers; secular or religious groups. Also you can present it in small leadership retreats or large chapel-wide conferences; on deployments or in port; as a training resource to your command structure or to your office staff. The opportunities are unlimited in the Navy community. Whoever has the challenge of dealing with people and the need to strengthen their relational skills will find *Sharpening Your People Skills* both valuable and practical.

A U.S. Army chaplain who has been using and teaching this material since the early days of its introduction into the U.S. military has this to say. Chaplain (Col.) James A. Durham is the Command Chaplain of the U.S. Army Medical Command, Ft. Sam Houston, Texas.

“Our Clinical Pastoral Education program has used the training for the last four years. The Personal Profile System has been a most helpful tool in assisting students and instructors in better understanding their peer relationships, learning styles, and teaching methodologies. Beyond the PPS, *Sharpening Your People Skills* has been a great enhancement for the CPE program. This one-year experiential learning program focuses on communications and relationships. SYPS provides simple and effective tools for clarifying issues, shifting the focus from weaknesses to strengths, and learning to build complimentary relationships.”

It was Chaplain Durham who invited Walk Thru the Bible to come and do trainers in Korea for the 8th U.S. Army Command, and boy, did we! A few more than 300 chaplains went through the WTB I courses and were certified to teach the courses they completed.

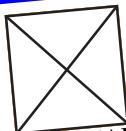
Now let us read what another subject matter expert has to say . . . David K. Hodge is currently the Executive Director of Winning With Encouragement, a Christian ministry based in Charlotte, North Carolina. David makes his home in Atlanta, where we worked together at WTB. Like Jim Heiskell, David has also been responsible for developing some of the material to be used in the three-day trainers. David will be instructing in three of the twelve PDTC trainers in 2000.

“Recently I had a chance to renew contact with Navy Chaplain James Ellis, who I trained to teach *Team Building* and *Sharpening Your People Skills* in 1996 and *Understanding the Love of Your Life* in 1997. Commander (SEL) Ellis currently is stationed at the Ninth Coast Guard District in Cleveland, Ohio. In our conversation, he shared with me how he has trained hundreds of individuals at Search and Rescue Stations and Air Stations.. These groups included enlisted men and women, officers, and their spouses.

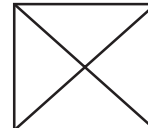
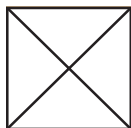
Words Chaplain Ellis used in our conversation included “practical,” “applicable,” “very useful,” and “flexible.” However, the phrase that stuck with me the most was “bridge builder.” He said these seminars were of immense help in bridging the generation gap. He was so excited to hear those he trained say things like, “now I understand so and so” and, “now I understand how to motivate.”

After I got off the phone with Chaplain Ellis, I

(continued on page 4)



CHIEF OF CHAPLAINS
Office of the Chief of Naval Operations
Washington, D.C. 20350-2000



The Navy Chaplain
A Publication of the Chief of Chaplains
United States Navy

Vol. 3, No. 7

August-September, 1999

The Navy Chaplain is published bimonthly for the Chief of Chaplains by the Chaplain Resource Board, 9591 Maryland Avenue, Norfolk, VA 23511-2993. The purpose of *The Navy Chaplain* is to enhance ministry by providing timely information to Active Duty, Reserve and Retired chaplains, Active and Reserve Religious Program Specialists, and Chaplain Candidate Program Officers. Submissions to *The Navy Chaplain* must arrive within 45 days of the next publication to be considered for use and should be on 3 1/2 " diskette. Pictures to accompany the articles are strongly encouraged.

Sharpening

People Skills

Volume 4, No. 1

October - November, 1999

From the Chief of Chaplains	2	The Role of the Mosque in	
Brig Ministry	3	Humanitarian Operations	8
Worship Blur		Notes from Our Detailer	9
(Part Two)	5	Resources	11
Within The Chaplain Corps Family	6	Book Reviews	12